

## Minutes

September 16 2021, 11:00-12:30pm  
Hybrid Meeting

1. The meeting was called to order at 11:05 a.m.
2. Introductions from all attendees
  - a. Attendees: Ally Bove, Natasha Tokowicz, Claude Mauk, Adriana Jurado, Ellen Smith, Robin Kear, Paula Davis, Susan Graff, Goeran Fiedler, April O'Neil, Johanna Arevalo, John Wallace, Bhuvitha Chagantipati, Kenyon Bonner, Marty Levine
  - b. Regrets: Cindy Danford, Zuzana Swigonova, Brenda Cassidy, Stephen Gabrielson, Lu-in Wang, Clyde Pickett
3. Approval of prior minutes – May 2021 minutes will be e-mailed later today. Members should respond within 1 week with edits.
4. Faculty Assembly Update – 9/1/21 meeting – Natasha Tokowicz
  - a. COVID updates:
    - i. University is providing regular updates on vaccination and case counts. You can track these at the dashboard at: [www.coronavirus.pitt.edu/healthy-community/campus-cases](http://www.coronavirus.pitt.edu/healthy-community/campus-cases)
    - ii. The proportion of faculty reporting vaccinations is lagging behind other groups, but teaching faculty are at approximately 94%
    - iii. From Kenyon Bonner: the off-campus student vaccination rate is 86%. (up to 90% at the time of writing of the minutes)
    - iv. Positivity rate from the first round of mandatory testing was < 1%, but there were some issues with compliance (people not returning their test kits) and there may be some delays in receiving results.
    - v. Robin Kear is seeking opinions re: vaccine mandates.
  - b. Updates from Vice Provost John Wallace:
    - i. The Pitt Change Initiative is focused on improving diversity across the university.
    - ii. The recent cluster hire of faculty specializing in race and social determinants of health has resulted in 21 new faculty.
    - iii. The Richard King Mellon Foundation is funding a new interdisciplinary research collaboration regarding infant and maternal health.
  - c. Updates from Vice Provost Lu-in Wang:
    - i. Dr. Wang's office is working on creating a university-wide ombudsperson position that all university community members can access.
    - ii. The Provost Advisory Council for Tenure and Promotion is moving forward with more committees that will review tenure and promotion cases – last year, a committee reviewed applications for promotion to full professor with tenure. More committees will be phased in this year. The goal is to increase consistency while still recognizing that there are differences in expectations across units. More info at: [www.provost.pitt.edu/pactp](http://www.provost.pitt.edu/pactp)

- d. Unionization effort: the University Senate will remain neutral. Some Faculty Assembly members expressed concern regarding the School of Medicine faculty not being part of the proposed bargaining unit.
- e. Dependent care: Boys & Girls Clubs has 20 slots (10 in Lawrenceville and 10 in Carnegie) for dependents of Pitt faculty/staff/students aged 3-5

## 5. New business

- a. New family care benefits through care.com (for full-time staff, full-time faculty and full-time post doc and associates) <https://www.hr.pitt.edu/current-employees/work-life-balance/caring-family/carecom>
  - i. Robin Kear has started a new ad hoc committee on dependent care – contact her if you're interested in joining.
  - ii. 10 days elder care and 10 days child care will be covered
  - iii. To sign up, you'll need your employee number, which is on your Pitt Worx paystub.

## 6. Ongoing Business

- a. Updates on university policy review processes
  - i. Nondiscrimination policy (Ally and Natasha) – it looks like “mandatory reporter” language for all employees is going to move forward. We do not yet have an estimate of when the policy revisions will be presented to Faculty Assembly, but the next meeting of the policy group will be held on September 30.
  - ii. Service Animal policy (no update)
  - iii. NEW: Supplier Diversity policy (contact Ally if you're interested in representing EIADAC on this committee; so far we do not have an EIADAC rep)
- b. Work group discussion – please use the Google sheet sent out in August to sign up for groups, or e-mail Ally and Natasha your preferences
  - Fall Emphasis
    - i. GRE use – Susan Graff, Shannah Mallett, Stephen Gabrielson, Natasha Tokowicz, Brenda Cassidy
      - 1. Goal = create recommendations for holistic evaluation of applications
    - ii. How DEI work is valued on campus – Ally Bove, Susan Graff, Brenda Cassidy, Clyde Pickett, Lu-in Wang, Paula Davis
      - 1. Goal = combine our information with the information that Lu-in Wang's team compiled over the summer
    - iii. LGBTQIA issues on campus – Claude Mauk, April O'Neil, Brenda Cassidy, Adriana Jurado, Johanna Arevalo
      - 1. Proposal for dedicated physical space for LGBTQIA+ community has been submitted
      - 2. Claude Mauk and Brenda Cassidy are both serving on OEDI's Transgender Working Group.
      - 3. A concern was recently brought to the group re: access to single-occupancy restrooms on campus. In particular, a researcher is planning to bring research participants who are trans to campus, but the research is taking place in a building that does not have any single-occupancy restrooms. Some questions/topics discussed include:
        - a. Is there a process to reserve multi-occupancy restrooms and use them as single-occupancy for situations such as this?
        - b. The university requires consideration of single-occupancy restrooms in new building and renovation plans, but:

- i. Does this apply to rental spaces in which Pitt does not own the building?
- ii. Are buildings that currently lack single-occupancy restrooms being prioritized when considering which renovation projects should be completed first?
- c. OEDI and Facilities have been engaged and are working with us on this issue.
- d. Restroom accessibility is also a challenge for people with disabilities – given the intersectionality of the issue of safe and accessible restrooms, perhaps an “equity checklist” should be used when planning new buildings / renovations / rental spaces. (Or does this already exist?)

#### Spring Emphasis

- iv. Faculty gender gaps – Ally Bove, Ellen Smith, Zuzana Swigonova, Robin Kear, Adriana Jurado
  - 1. Will need updated information – next 3-year data will not be available until January 2023
- v. Disability Advocacy – Ellen Smith, Natasha Tokowicz, Claude Mauk, Susan Graff, Paula Davis
  - 1. Much of Pitt’s website re: disability advocacy is focused on compliance, such as ADA compliance. Would like to create more content that moves beyond compliance and brings greater awareness among abled members of the community.
- vi. OMET bias issues – Ellen Smith, Goeran Fiedler, Zuzana Swigonova
  - 1. Need to obtain information re: what has happened since each school/campus submitted their plans for evaluating teaching (which were due to the Provost earlier in 2021)
- vii. EIADAC Membership

#### 7. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>
  - i. Please submit your events and include school-specific and department-specific events.
- b. Pitt's Survivor Support Network: <https://www.diversity.pitt.edu/survivor-support-network>
- c. Pitt Diversity Forum 2021 Recording Catalog: <https://canvas.pitt.edu/courses/125555>
- d. Racial Equity Consciousness Institute (RECI) fall cohort begins 9/29  
[https://pitt.co1.qualtrics.com/jfe/form/SV\\_eaJSqyBt20hRXMy](https://pitt.co1.qualtrics.com/jfe/form/SV_eaJSqyBt20hRXMy)
- e. Black Lives in Focus Initiative (9/9-9/23): <https://www.diversity.pitt.edu/events/black-lives-focus>
- f. Latinx Connect Conference (10/14-10/16): <https://www.diversity.pitt.edu/events/2021-latinx-connect-conference>
- g. Celebrate Latinx and Hispanic Heritage Month! Events from 9/7-10/14:  
<https://www.diversity.pitt.edu/events/monthly-celebrations/hispanic-heritage-celebration-month>
- h. Supporting Transgender and Non-Binary Community Members workshop (10/14):  
[https://pitt.zoom.us/meeting/register/tJElfumvrTwpEtFcOiCIGVCveLPGwB4Xzp\\_F](https://pitt.zoom.us/meeting/register/tJElfumvrTwpEtFcOiCIGVCveLPGwB4Xzp_F)
- i. Year of Data and Society Events: <https://www.yearofdataandsociety.pitt.edu>
  - i. 9/21 Applying Racial Equity Awareness in Data Visualization
  - ii. 9/24 Social Justice and Tech Reading Group: Do No Harm Guide
  - iii. 10/8 Advancing UNICEF's Mission Through Data
  - iv. 11/5 Data Feminism with Catherine D'Ignazio

8. Next meeting: October 21, 2021, 4:00-5:30 PM